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**EMPLOYEE DISCIPLINE FACTORS AT THE POPULATION
AND CIVIL REGISTRATION DEPARTMENT OF DEMAK
DISTRICT**

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ABSTRACT

This study aims to determine the factors of work discipline of the Department of Population and Civil Registration of Demak Regency. These factors include Compensation, Leadership and Organizational Culture. The method used in this study is a quantitative method. The number of samples taken is 53 people from a total population of 115 people using the Slovin formula. The dependent variable in this study is Work Discipline. While the independent variables used are Compensation, Leadership and Organizational Culture. The method of data collection in this research is using the method of questionnaires and documentation. For the data analysis method, the researcher used multiple linear regression analysis with the help of SPSS version 23 software. From this study it is known that the variables of compensation, leadership and organizational culture partially have a positive but not significant effect. The results of the F test that the independent variable (X) simultaneously or jointly has a significant effect on the dependent variable (Y) with a value of 0.000. And for the analysis test the coefficient of determination (R square) produces 20.0%. Of the three variables studied, compensation, leadership and organizational culture have an influence on the work discipline of the Demak Regency Population and Civil Registration Office. For employees, it is necessary to increase discipline, tolerance and justice in leadership within the Department of Population and Civil Registration of Demak Regency.

Keywords: Compensation, Leadership, Organizational Culture and Work Discipline

1. INTRODUCTION

Indonesia is a large nation with a very diverse background, managing the diversity of existing human resources is not easy, especially in the current era of globalization. Lately, the problems in Indonesia are increasingly complex and global competition is added where the world of work really needs people who are able to compete and have good skills and can think ahead and also have high spirits. One of the main problems is in good governance in government organizations (Good Governance).

In an organization that serves the public such as an organization in the government, the existence of employees is one of the most important things. With employees who have quality will have an influence in achieving organizational goals. This means that human resources are one of the most important elements that will run the wheels of organizational activities. Human resource management plays an important role in regulating the management of human resources and company or organization resources, in order to provide maximum results. Management has a very broad meaning, it can mean a process, art, or science. It is said to be a process because management has several stages to achieve

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its goals, namely planning, organizing, directing, and supervising. It is said to be art because management is a way or tool for a manager to achieve goals.

The author in this case conducted research on government agencies in the Department of Population and Civil Registration Demak Regency. From the initial observations that the author did, it was found that there were problems such as employees not doing their job with the planned time target, lacking self-awareness to do something in carrying out their duties and responsibilities. Another factor that causes a decrease in employee performance is due to the lack of employee initiative in carrying out tasks, it can be seen from the existence of employees who still have to be ordered by superiors in carrying out their duties and responsibilities. This can indirectly hamper the work process of employees and make work inefficient.

From the observations that the author made at the Demak Regency Population and Civil Registration Office, there are also still problems with employee work motivation, where some employees feel they are tired or lack rest, this results in a lack of enthusiasm when carrying out a job due to a lack of physiological needs, such as morning exercise. and blood donation, morning exercise is necessary for the health of employees so that employees can improve strength and memory in the brain as well as benefit mental health. Having a productive physical and brain will produce employees with productive work results. While blood donation is something simple that can be done, but can make a big difference in other people's lives. Each bag of donated blood can save three people in need. By participating in blood donation activities, an employee can avoid various diseases, and can be psychologically healthier. The demands of work and superiors or leaders are some of the things that can cause a person's motivation. Likewise, the need for self-actualization in terms of the work of each employee causes a sense of boredom or saturation in certain situations, with this feeling of saturation employees are less enthusiastic in carrying out a job. As a result, a job that is done is not done well.

Based on the description above, the provision of work motivation and work discipline tends to affect employees at work, so it is necessary to review what kind of motivation should be given to employees and what improvements must be increased so that work discipline can increase. In this case it is also what encourages the author to research more deeply to prove that there is an influence of Compensation, Discipline and Work Organizational Culture on the Work Discipline of employees in the Population and Civil Registration Office of Demak Regency.

According to Susilo (2007) in the journal *I Gst Ngr Bagus Putra Bangsawan*, (2007) that the factors that influence employee work discipline include motivation, education and training, leadership, welfare and discipline enforcement. This is different from the opinion of Hasibuan (2007) in the journal *I Gst Ngr Bagus Putra Bangsawan*, (2007) which states that the factors that influence work discipline are goals and abilities, exemplary leadership, remuneration, justice, legal sanctions, assertiveness and human relations. Sastrohadiwiryo (2002) in the journal *Irmawati*, (2019) states that specifically the objectives of employee discipline include:

1. So that employees comply with all labor regulations and policies as well as applicable organizational regulations and policies, both written and unwritten, and carry out management orders properly.

2. Employees can carry out their work as well as possible and are able to provide maximum service to certain parties with an interest in the organization in accordance with the field of work assigned to them.

3. Employees can use, and maintain the facilities and infrastructure, goods and services of the organization as well as possible.

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4. Employees can act and participate in accordance with the norms that apply to the organization.

5. Employees are able to produce high productivity in accordance with organizational expectations, both in the short and long term.

Along with the increasing undisciplined problems that occur in the Demak Regency Population and Civil Registration Office, compensation can be given so that it can reduce the form of discipline. Compensation is often referred to as an award and can be defined as any form of award given to employees as compensation for their contributions give to the organization. Compensation is all income in the form of money directly or indirectly received by employees in return for services provided to the company, Hasibuan (2010) in the journal Baddarudin (2018). Likewise, within the Demak Regency Population and Civil Registration Office, compensation is needed, especially for temporary employees whose salaries are below the minimum wage. In addition to compensation, leadership can also affect the work discipline of employees at the Department of Population and Civil Registration of Demak Regency. Leadership broadly includes the process of influencing in determining organizational goals, motivating followers' behavior to achieve goals, influencing to improve the group and its culture. In addition, it also affects the interpretation of follower events, organizing and activities to achieve goals, maintaining cooperative relationships and group work, obtaining support and cooperation from people outside the group or organization. Rifai (2006) in the Journal of Ewi Darwati (2014).

In addition to leadership, organizational culture also has an influence on work discipline, according to Robbins (2010) in the Journal of Muhammad Luhung Pribadi and Benny Herlina (2016) organizational culture is the values, principles, traditions and ways of working that are shared by members of the organization. and influence how they act. Organizational culture consists of the dominant values supported by the organization or the philosophy that guides the organization's policies towards employees and violations, or the way work is done in the workplace, as well as assumptions and beliefs held by members of the organization.

Based on the explanation above, it is necessary to carry out research to examine the title: "Factors of Work Discipline in Demak Regency Population and Civil Registration Service Employees". The formulation of the problem is as follows: 1. Is there any effect of compensation on the discipline of employees at the Demak Regency Population and Civil Registration Service? Organizational culture on work discipline for employees at the Department of Population and Civil Registration of Demak Regency.

2. LITERATURE REVIEW

Work Discipline

Work discipline is an attitude and behavior of a person who shows obedience, obedience, loyalty, order and order in company or organization regulations and applicable social norms. Enforcing work discipline is very important for the company, the existence of work discipline will ensure the maintenance of order and the smooth implementation of the company's work so as to obtain optimal results. As for employees, work discipline has an impact on a pleasant work atmosphere so that it will increase enthusiasm in carrying out their work.

Discipline comes from the Latin "disciple" which means followers or students of an educated leader. According to Hasibuan (2008) discipline is "a person's awareness and willingness to obey all company regulations and applicable social norms. This view explains that a person's willingness and willingness to obey the applicable regulations without coercion. Hasibuan (2007) in a research journal conducted by Mardi Astutik (2016)

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defines discipline as a person's awareness and willingness to obey all rules and social norms that exist in a government organization. Awareness is the attitude of a person who voluntarily obeys all the rules and is aware of his duties and responsibilities. He will obey and or do all his duties properly, not on the basis of coercion. Willingness is an attitude, behavior and actions of a person in accordance with organizational regulations, both written and unwritten. Work discipline has several components that can be used as indicators that affect the level of employee discipline in an organization cited by Robbins (2002) in Mardi Astutik (2016), which are as follows:

a. Presence. This is a basic indicator to measure discipline, and usually employees who have low work discipline are accustomed to arriving late or leaving work early.

b. Adherence to work standards. This can be seen through the magnitude of the employee's responsibility for the tasks assigned to him.

c. Ethical Work. Some employees may engage in disrespectful behavior towards customers or engage in inappropriate behavior. This is a form of disciplinary action, so that it works as a form of employee work discipline.

The results of research conducted by Irma Dewi et al. (2018) shows that the implementation of employee work discipline at the Regional Secretariat of Central Buton Regency is quite good, when viewed from a high level of vigilance, and works ethically. However, when viewed from the level of attendance, employee work discipline is not maximized because there are still employees who arrive late and the monthly attendance rate of employees has not reached 100%, this is because there are still employees who are not present for various reasons, such as illness, permission or without description. Likewise, in terms of compliance with work regulations and standards, employee work discipline is still not optimal because there are still employees who do not fully comply with work rules and are a little negligent in completing work.

Compensation

According to Singodimedjo in Sutrisno (2009) in the journal Agung Surya Dwianto (2019), compensation is all remuneration received by an employee from his company as a result of the services or labor he has provided to the company. Meanwhile, according to Wibowo (2008) in the journal Agung Surya Dwianto (2019), it is stated that compensation is a counter-achievement against the use of labor or services that have been provided by the workforce. Sastrohardiwiryo in Sinambela (2018) in the journal Agung Surya Dwianto (2019) states that "Compensation is a service fee or remuneration provided by the organization to workers because these workers have contributed energy and thoughts for the progress of the organization in order to achieve the goals that have been set. set". The compensation indicators proposed by Husein Umar (2007) in Agung Surya Dwianto (2019) are:

1. Salary
2. Incentives
3. Treatment
4. Insurance

The results of research conducted by Puput Maretha Sari (2015) based on the results of tests carried out with partial tests and simultaneous tests showed that the compensation variable had a significant effect on work discipline. The results of research conducted by Mashudi (2019) From the results of data processing, information is obtained that compensation has a significant effect on employee performance. Thus it can be stated that

the higher the compensation value received by the employee, the higher the employee's performance.

Leadership

According to Siagian (2008) in Mokhammad Khukaim Barkhowa (2017) discipline is a management action to encourage organizational members to meet the demands of these various provisions. In other words, employee discipline is a form of training that seeks to improve and shape employee knowledge, attitudes, and behavior so that these employees voluntarily try to work cooperatively with other employees and improve their performance. In addition, Dharma (2003) in Mokhammad Khukaim Barkhowa states that sometimes employees openly show disobedience such as refusing a task that should be done. If an employee's behavior has an impact on his performance, leaders must be prepared to take disciplinary action. Veitzhal Rivai (2012) in the journal Mokhammad Khukaim Barkhowa (2017) found that a leader in implementing his leadership must be able to maturely carry out maturity towards his agency or organization, leadership is divided into five dimensions and nine indicators, namely:

1. Ability to build good cooperation and relationships.
2. Ability to be effective.
3. Participative leadership.
4. Ability to delegate tasks or time.
5. Ability to delegate tasks or authority.

The results of research conducted by Jeli Nata Liyas (2017) are expected that leaders can be more responsible in assigning tasks to their subordinates, so that employees can work according to the rules desired by the company. The results of research conducted by jelly nata liyas (2017). It is expected that employees can increase their sense of responsibility towards the work given by the company and employees can be more obedient to the regulations that have been given by the company.

Organizational culture

Robbins (2008) in Mardi Astutik (2016) states that organizational culture has a number of important characteristics as indicators of organizational culture, including the following:

1. Tolerance of Risky Actions.

An organizational culture is said to be good if it can tolerate members or employees so that they can act aggressively and innovatively to advance the organization or company and dare to take risks in what they do.

2. Briefing.

The extent to which the organization can create clearly the desired goals and expectations, so that employees can understand them and all activities carried out by employees lead to the achievement of organizational goals. These goals and expectations are clearly stated in the vision, mission, and goals of the organization.

3. Integration.

The extent to which the organization or company can encourage organizational units to work in a coordinated manner.

Based on the results of research from Mardi Astutik (2016) illustrates that work discipline has a significant positive effect partially on the performance of the employees of the Secretariat of the Regional People's Representative Council. This is influenced by the majority of employees agreeing to be in the office until the time to go home, because disciplined employees tend to be in the office until it is time to go home so that in carrying out the work given runs smoothly and has responsibility for the work done. Because

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attendance is a form of employee discipline by always being in the office in an orderly and orderly manner. The implementation of established procedures shows that employees have good work discipline. Good work discipline must always be maintained, even improved so that the resulting performance is also better. Employees who have good work discipline are expected to be able to do their best to complete their work, so that they can produce optimal performance for the organization.

The results of previous journals in the *Mardi Astutik Journal* (2016) can be concluded that organizational culture has a positive and significant effect on employee performance at the Secretariat of the Jombang Regency Regional House of Representatives, either partially or jointly.

3. DATA AND RESEARCH TECHNIQUE ANALISYS

1. Population and Sample

The population in this study were employees at the Department of Population and Civil Registration of Demak Regency, as many as 115 people.

The population in this study is 115 employees of the Department of Population and Civil Registration of Demak Regency. Because the exact number of the population is known, to calculate the number of samples, you can use the Slovin . formula

Based on the determination of the minimum number of samples used using the Slovin formula, the researchers produced 53.48 or rounded up to 53 employees who will be respondents in this study.

2. research variable

Using primary data, namely questionnaires and literature, the sample used is 53 respondents, namely employees at the Demak Regency Population and Civil Registration Office.

**Table. 3.1
Variable Operational Definition**

Variable	Variable Definition	Variable Indicator	Source
Discipline Kerja (Y)	Work discipline is a tool used by managers to communicate with employees so that they are willing to change a behavior as well as an effort to increase one's awareness and willingness to obey all company rules and norms.	1) Presence 2) Adherence to Work Standards 3) Work ethically	1) Presence 2) Adherence to Work Standards 3) Work ethically

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	sosial yang berlaku.		
Compensation (X1)	compensation is all income in the form of money or goods directly or indirectly received by employees in return for services that have been provided to the company. Compensation is the total amount of compensation received by employees in exchange for the services they have provided.	1) Salary 2) Incentive 3) Treatment 4) Insurance	1) Singodimedjo dalam Sutrisno (2009) dalam jurnal Agung Surya Dwianto (2019). 2) Wibowo (2008) dalam jurnal Agung Surya Dwianto (2019).

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Kepemimpinan (X2)	Leadership can be interpreted as a person's ability while serving as the leader of a particular organization in influencing others, especially his subordinates. This is done so that they are able to act and think in accordance with certain directions so that goals can be achieved easily.	1) Ability to build good cooperation and relationships 2) Effective ability 3) Participative leadership 4) Ability to delegate tasks or time 5) Ability to delegate tasks or authority	1) Gradistya dan Farida (2016) dalam Prambudy dan Astuti (2019) 2) Kusumo (2010) dalam Pattipeilohy (2018)
Organisational Culture (X3)	Organizational culture is a pattern of basic assumptions that are found, created or developed by a certain group with the intention that the organization can overcome, overcome problems that arise due to external adaptation and internal integrity that have been going well enough so that	1) Tolerance 2) Briefing 3) Integrity	1) Robbins (2008) dalam Mardi astutik (2016)

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them

Sumber :Data yang diolah, 2020

Data analysis method

Based on the purpose of this study, the research model has met the classical assumption test where in the model there is no multicollinearity, autocollinearity, heteroscedasticity, and normally distributed model. Then the data analysis method that will be used in this study is Multiple Linear Regression, Hypothesis t-test and F-test and coefficient of determination.

4. RESULT AND DISCUSSION

Result

1. From the results of SPSS, it can be seen that all variables are valid and reliable. In the classical assumption test (multicollinearity test, heteroscedasticity, and normality) all variables meet the requirements, namely the multicollinearity test does not occur multicollinearity, heteroscedasticity test that in the research model does not occur heteroscedasticity, and normality test is normally distributed so that the normality requirements are met.
2. Uji Regresi Berganda

Table. 4.1 Regresi Berganda
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	9,870	3,119		3,165	,003
1 KOMPENSASI	,093	,112	,116	,824	,414
KEPEMIMPINAN	-,067	,094	-,102	-,716	,477
BUDAYA ORGANISASI	,155	,162	,135	,956	,344

a. Dependent Variable: DISIPLIN KERJA

- a. Compensation variable hypothesis testing partially or separately on work discipline at the Department of Population and Civil Registration in Demak Regency. Based on table 4.9, the results of the t-test show that the market orientation variable has a t-value of -1.715, while the t-table value is known to be 1.667, so that the value of

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-1.715 < 1.667 can be known. From these results it can be concluded that H₀ is accepted and H_a is rejected. This means that there is no partial or separate influence of market orientation variables on the work discipline of the Department of Population and Civil Registration in Demak Regency. In addition, based on the significant value, it is known that the market orientation variable has a sig (significant) value of 0.091 > a probability value of 0.05, so from these results it can be concluded that H₀ is accepted and H_a is rejected. This means that the compensation variable does not have a significant effect partially or separately on the work discipline of employees at the Department of Population and Civil Registration of Demak Regency.

- b. Testing the leadership variable hypothesis partially or separately on the work discipline of the Population and Civil Registration Service employees in Demak Regency. Based on table 4.9, the results of the t-test are known that the innovation variable has a tcount value of 0.834 while the t-table value is known to be 1.667, so it can be seen that the value is 0.834 < 1.667. From these results it can be concluded that H₀ is accepted and H_a is rejected. This means that there is no partial or separate influence of the Leadership variable on the work discipline of the Population and Civil Registration Service employees in Demak Regency. In addition, based on the significant value, it is known that the Leadership variable has a sig (significant) value of 0.407 > a probability value of 0.05, so from these results it can be concluded that H₀ is accepted and H_a is rejected. This means that the leadership variable does not have a significant influence partially or separately on the work discipline of the Population and Civil Registration Service employees in Demak Regency.

Hypothesis testing of the Organizational Culture variable partially or separately on the work discipline performance of the Population and Civil Registration Service employees in Demak Regency. Based on table 4.9, the results of the t-test are known that the organizational culture variable has a tcount of 3.783 while the t-table value is known to be 1.667, so it can be seen that the value is 3.783 > 1.667. From these results it can be concluded that H₀ is rejected and H_a is accepted. This means that there is a partial or separate influence of Organizational Culture on the work discipline of employees at the Department of Population and Civil Registration of Demak Regency. In addition, based on the significant value, it is known that the Organizational Culture variable has a sig (significant) value of 0.000 < 0.05 probability value, so from these results it can be concluded that H_a is accepted and H₀ is rejected. This means that the organizational culture variable has a significant influence partially or separately on the work discipline of employees at the Department of Population and Civil Registration of Demak Regency.

3. Uji F

The results of the F test show that the marketing strategy creativity variable has a calculated F value of 7.716 while the F table value is known to be 2.734, so it can be seen that the value is 7.716 > 2.734. From these results it can be concluded that H₀ is rejected and H_a is accepted. This means that there is an effect of all independent variables (Leadership, Compensation and Organizational Culture) simultaneously or together on the marketing performance of the woven bamboo business in Sumurboto village, Blora. In addition, based on the significant value, it is known that all variables (Leadership, Compensation and Organizational Culture) have a sig (significant) value of 0.000 < 0.05 probability value, so from these results it can be concluded that H_a is accepted and H₀ is rejected. This means

that all independent variables (Leadership, Compensation and Organizational Culture) have a significant influence simultaneously or jointly on the work discipline of employees at the Department of Population and Civil Registration of Demak Regency.

4. Koefisien Determinasi (R²)

it is known that the coefficient of determination (R Square) is 0.233. This means that Leadership, Compensation and Organizational Culture on the work discipline of employees at the Department of Population and Civil Registration of Demak Regency, have a role of 20.0% together to be able to explain or explain the variables of marketing performance. As for the remaining 80.0%, it is explained by other variables not included in this study.

4.2 DISCUSSION

The Effect of Compensation on the Work Discipline of Employees at the Department of Population and Civil Registration of Demak Regency.

Sastrohardiwiryo in Sinambela (2018) in the journal Agung Surya Dwianto (2019) states that "Compensation is a service fee or remuneration provided by the organization to workers because these workers have contributed energy and thoughts for the progress of the organization in order to achieve the goals that have been set. set". According to Wibowo (2008) in the journal, in the journal Agung Surya Dwianto (2019) seen from the way it is given, compensation can be direct compensation or indirect compensation. Furthermore, according to Notoatmodjo (2009) in the journal Agung Surya Dwianto (2019) in the journal provides an understanding that compensation is everything that is received by employees as remuneration for their work or service.

Based on the results of the t-test conducted, the Compensation variable is known to have no significant effect partially or separately on the work discipline of employees at the Department of Population and Civil Registration of Demak Regency. This is because so far most of the employees at the Demak Regency Population and Civil Registration Office work every day, so that compensation is only centered on employees and causes compensation to have no effect on the work discipline performance of employees at the Demak Regency Population and Civil Registration Office. In addition, the work discipline of employees at the Department of Population and Civil Registration of Demak Regency. This research is also in line with research conducted by Puput Maretha Sari (2015) which states that compensation has no effect on work discipline in South Sumatra Education Quality Assurance Institutions. The results of the F test that were carried out showed that the variable compensation simultaneously or together with the variables of leadership, and work culture had a significant influence on the work discipline of employees at the Department of Population and Civil Registration of Demak Regency. Although market orientation does not have a significant influence partially or separately on the work discipline of employees at the Department of Population and Civil Registration of Demak Regency.

The Influence of Leadership on Employee Work Discipline at the Department of Population and Civil Registration of Demak Regency.

According to Hasibuan (2009) in Mokhammad Khukaim Barkhowa (2017) The example of a leader plays a very important role in determining employee discipline, because the leader is used as an example and role model by his subordinates. Leaders must set a good example, be well disciplined, honest, fair, and according to words with actions. With a good leadership example, the discipline of subordinates will also be good. But if the leader's example is not good (less disciplined), then the subordinates will also be less disciplined. In addition, a leader must be able to make decisions that are practical, real,

and can be implemented and facilitate efforts to achieve organizational goals.

Based on the results of the t-test conducted, the Leadership variable does not have a significant effect partially or separately on the work discipline of employees at the Department of Population and Civil Registration of Demak Regency. This is because the leader is unfair in treating his staff or employees, so the Leadership variable does not have a significant or partial influence on the work discipline of employees at the Demak Regency Population and Civil Registration Service. Another factor that causes the Leadership variable to have a significant influence partially or separately on the work discipline of employees at the Department of Population and Civil Registration of Demak Regency, namely: A good, fair and firm leader will be respected by other employees, besides that it will have an effect on employee performance in in terms of discipline.

This research is in line with research conducted by jelly nata liyas (2017) which states that leadership does not directly affect the performance of employees of PT. BTN sharia branch Pekanbaru. The results of the F test indicate that the Leadership variable simultaneously or together with the Compensation and Organizational Culture variable has a significant influence on the work discipline of employees at the Department of Population and Civil Registration of Demak Regency.

The Influence of Organizational Culture on Employee Work Discipline at the Department of Population and Civil Registration of Demak Regency.

Organizational culture is a pattern of basic assumptions that are found, created or developed by a certain group with the intention that the organization can overcome, overcome problems that arise due to external adaptation and internal integrity that have been going well enough so that they need to be taught and applied to others. new members as the correct way to understand, think and feel friends with them (Scain in Lako, 2004) in mardi astutik (2016) Based on the results of the t-test conducted, the organizational culture variable is known to have no significant influence partially or separately on the work discipline of employees at the Department of Population and Civil Registration of Demak Regency. This is because the Organizational Culture in each workplace is different. The majority of Work Culture within the scope of the Office has several things that are aimed at such as integrity, tolerance, direction etc..

This research is in line with research conducted by Mardi astutik (2016) which states that Organizational Culture has no effect on the performance of the employees of the Regional House of Representatives Secretariat. The results of the F test show that the Work Culture variable simultaneously or together with the Compensation and Leadership variable has an influence which is significant to the work discipline of employees at the Department of Population and Civil Registration of Demak Regency.

5. CONCLUSION

Based on the results of the study, several conclusions can be drawn as follows:

- 1) Compensation variable does not have a significant effect on work discipline. This is indicated by the largest regression coefficient value of 0.263. As for the value of tcount (3.284) > ttable (1.66) and sign (0.002).
- 2) Compensation variable does not have a significant effect on work discipline. This shows the regression coefficient value of 0.353. As for the value of tcount (3.295) > ttable (1.66) and sign (0.002).
- 3) Work Culture Variable has no significant influence on work discipline. This shows the

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regression coefficient value of 0.626. As for the value of $t_{count} (3.985) > t_{table} (1.66)$ and sign (0.000).

Some suggestions that can be given related to the results of the study are as follows: The Demak Regency Population and Civil Registration Service is expected to improve Employee Work Discipline. By being supported by a good leader, and being responsible for the duties and obligations of a leader, to achieve the expected organizational goals. The Department of Population and Civil Registration of Demak Regency is expected to pay attention to work discipline in accordance with applicable regulations. By providing financial compensation in the form of salaries or rewards that are given on time, in order to create harmonious industrial relations between employees and superiors and a good work system is established. The Department of Population and Civil Registration of Demak Regency is expected in terms of Organizational Culture to be in accordance with the right direction. , tolerance for employees who make small mistakes and the integrity of all employees at the Department of Population and Civil Registration of Demak Regency in carrying out their daily duties.

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